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OF THE AIR FORCE**

AIR FORCE INSTRUCTION 16-109

11 JULY 2017



Operations Support

**INTERNATIONAL AFFAIRS
SPECIALIST (IAS) PROGRAM**

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This instruction implements Department of Defense Instruction (DoDI) 1315.20, *Management Department of Defense (DoD) Foreign Area Officer (FAO) Programs*, and Air Force Policy Document (AFPD) 16-1, *Security Cooperation*, by providing specific guidance for establishing and sustaining the Air Force International Affairs Specialist (IAS) Program. It applies to Regular Air Force (RegAF) and Air Reserve Component (ARC) personnel. Submit waiver requests for requirements contained in this instruction to Office of the Secretary of the Air Force, International Airmen Division (SAF/IAPA). Refer recommended changes and questions about this publication to the Office of Primary Responsibility (OPR) using the AF Form 847, *Recommendation for Change of Publication*; route AF Forms 847 from the field through the appropriate functional chain of command.

Ensure that all records created as a result of processes prescribed in this publication are maintained in accordance with (IAW) Air Force Manual (AFMAN) 33-363, *Management of Records*, and disposed of IAW Air Force Records Information Management System (AFRIMS) Records Disposition Schedule (RDS).

SUMMARY OF CHANGES

This document has been substantially revised and must be reviewed in its entirety. This revision renames the Air Force Regional Affairs Strategist (RAS) career field (16F) to Air Force Foreign Area Officer (FAO) (16F), consistent with all other DoD counterparts' career fields. Additionally, this revision incorporates changes from the new Air Force Officer Classification

Directory (AFOCD) and Air Force Foreign Language Proficiency Bonus (FLPB) Program (AFI 36-4002), realigns the geographic regions with the existing Combatant Commands (CCMDs) and implements the lessons learned from 10 years of program existence, as well as further cements the institutionalization of the Air Force IAS Program.

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Chapter 1

PROGRAM DESCRIPTION

1.1. Overview. Changes in the international security environment and the nature of threats to U.S. national security continue to increase the range of potential conflict zones and expand the number of potential coalition partners with whom U.S. forces will engage. In addition, the Air Force's "global footprint" and enduring commitment to its identity as an Expeditionary Air, Space, and Cyberspace Force reinforce the reality that future missions will require personnel with a more sophisticated understanding of the international security environment. The Air Force established the International Affairs Specialist Program to meet these challenges by deliberately developing a cadre of Airmen with international insight, foreign language proficiency, cultural understanding, and political-military savvy. Air Force International Affairs Specialists combine professional military skills with an intimate, nuanced understanding of the history, language, culture, and political-military issues of the countries and regions in which the Air Force may operate. They employ this unique combination of knowledge and skills to understand the specific regional context in which air, space, and cyberspace power may be applied, in order to integrate this understanding into plans and operations, and build effective relationships with our global partners--relationships which are increasingly important critical enablers for our Expeditionary Air, Space and Cyberspace Force.

1.2. International Affairs Specialist (IAS) Program. The IAS Program is the Air Force program that deliberately develops officers with unique international skills to fill a variety of important positions worldwide. The IAS program has two components; the Foreign Area Officer and Political-Military Affairs Strategist. Fully consistent with the force development concepts, officers are typically identified at the mid-career point for deliberate development in the IAS program. These officers will be carefully managed to remain viable and competitive in their primary Air Force Specialty Code (AFSC) while developing a strong foundation in international affairs. (T-1)

1.2.1. Foreign Area Officer (FAO). The FAO program, formerly the Regional Affairs Strategist (RAS) program, is a DoD-mandated requirement to deliberately develop officers with regional knowledge, experience and expertise, as well as language skills. FAO development typically begins in the 7-10 year commissioned service window but some developmental opportunities exist as part of Intermediate Developmental Education (IDE) and Senior Developmental Education (SDE). Officers designated for FAO development will complete foreign language training, embark on an in-region immersion, and earn a regionally-focused graduate degree to gain a detailed knowledge of regional history, culture, language, and political-military affairs. They will then embark upon a well-managed dual-track career path, alternating between FAO and core career field assignments. Assignments in the officer's core specialty, when possible, will be complementary to the FAO's regional specialization. Typically, FAOs serve overseas in language-coded billets, bringing international affairs skills to bear in high-visibility, high-impact jobs for the U.S. Air Force, Joint, Interagency, and Intergovernmental staffs. NOTE: There is no deliberate development venue for ARC officers.

1.2.2. **Political-Military Affairs Strategist (PAS).** PAS, a one-time, career-broadening assignment, exposes officers to political-military affairs. This service-specific program typically begins in conjunction with IDE. Selected officers acquire a broad knowledge of political-military affairs through developmental education and subsequently serve in one developmental assignment to gain political-military experience. PAS officers develop a unique skill set that translates across AFSCs, garnering a strong understanding of interagency partnerships key to operations in the irregular warfare domain. They typically serve on U.S. Headquarters staffs where their broad knowledge of political military affairs allows them to be effective action officers.

Chapter 2

RESPONSIBILITIES

2.1. Office of the Secretary of Defense (OSD). The Under Secretary of Defense for Personnel and Readiness (USD(P&R)) establishes DoD accession, education, and utilization policy for FAOs.

2.2. Secretary of the Air Force (SecAF). The SecAF, through the Deputy Under Secretary of the Air Force, International Affairs (SAF/IA), develops the IAS program to meet the needs of the Air Force and other DoD Components consistent with DoDI 1315.20.

2.3. Chief of Staff, United States Air Force (CSAF). The CSAF conducts an annual review of IAS needs, current staffing, and significant issues for the annual DoD-level FAO report.

2.4. Deputy Under Secretary of the Air Force, International Affairs (SAF/IA). SAF/IA executes the IAS Program on behalf of the SecAF and serves as the Functional Authority for the IAS secondary career field. The Director of Policy (SAF/IAP) manages development of policy, plans, and guidelines for U.S. Air Force international program and serves as the Functional Manager for the IAS secondary career field. The Chief of the International Airman Division (SAF/IAPA) performs day-to-day management and administration of the IAS Program on behalf of SAF/IA and serves as the Career Field Manager (CFM) for the 16F (FAO) and 16P (PAS) secondary AFSCs. Specifically, SAF/IA will: (T-1)

2.4.1. Validate RegAF IAS billet requirements with Geographic Combatant Commands (GCCs) and Major Commands (MAJCOMs) IAW Air Force Instruction (AFI) 38-201, *Management of Manpower Requirements and Authorizations*.

2.4.2. In coordination with AF/A1, establish the annual quotas for FAO and PAS accessions and program Fiscal Year education and training requirements.

2.4.3. Assign FAO designees to regions and determine training plans, as appropriate.

2.4.4. Determine IAS career field certification standards for the AFOD.

2.4.5. Award IAS certifications and Special Experience Identifiers (SEIs).

2.4.6. Conduct bi-annual IAS Development Teams (DT) for career management of IAS Officers. Air Force Reserve Component (AFRC) will conduct a separate IA DT Board at Air Reserve Personnel Command (ARPC) in accordance with current AFRC policy and directives.

2.4.7. Track officers with IAS certifications and SEIs for IAS development and utilization.

2.4.8. Manage IAS-related skills proficiency and enhancement programs.

2.4.9. Monitor IAS accession, retention, and promotion rates IAW DoDI 1315.20.

2.4.10. Maintain fiscal and budgetary oversight for all IAS program-related items.

2.5. Assistant Secretary of the Air Force, Manpower and Reserve Affairs (SAF/MR). At the request of SAF/IA, approve Constructive Credit Waivers.

2.6. Deputy Chief of Staff, Manpower, Personnel & Services (AF/A1). AF/A1 is responsible for:

- 2.6.1. Assist SAF/IA in determining manpower requirements IAW AFI 38-201.
- 2.6.2. In coordination with SAF/IA, establish annual IAS selection quotas for the next Fiscal Year and provide to AFPC and DTs by 1 March.
- 2.6.3. In coordination with SAF/IA, program for Fiscal Year IAS education and training requirements.
- 2.6.4. Ensure personnel policies support development, retention, and promotion opportunities of IAS officers and are in place to meet DoD needs consistent with DoDI 1315.20.
- 2.6.5. Assist SAF/IA in compiling metrics to monitor IAS accession, retention, and promotion rates.
- 2.6.6. Assist SAF/IA with adding the SEI into certified IAS officer's records.

2.7. Air Force Personnel Center (AFPC). The IAS Officer Assignment Team (OAT), in conjunction with core career field DTs and OATs, ensures effective selection and utilization of RegAF IAS officers. AFPC will: (T-1)

- 2.7.1. Maintain IAS OAT.
- 2.7.2. Ensure DTs vector officers for deliberate development in the IAS program in accordance with AF/A1 and SAF/IA guidance.
- 2.7.3. Load SEI in IAS officer records upon completion of training.
- 2.7.4. Ensure OATs balance career development requirements carefully to ensure IAS officers remain viable and competitive for promotion in their primary AFSC, while continuing to develop the officer's proficiency in the international arena.

2.8. Development Teams (DTs). DTs will screen and vector qualified officers for deliberate development and utilization as International Affairs Specialists, ensuring they remain viable and competitive in their primary Air Force specialty. (T-2)

- 2.8.1. Primary AFSC DTs must ensure that quality IAS officers continue to remain viable and competitive for promotion in their primary AFSC and are provided the same assignment and development opportunities afforded to all officers within their career fields.
- 2.8.2. Air Reserve Personnel Command (ARPC) will convene a special duty, non-core (SDNC) DT annually in accordance with AFI 36-2640, *Executing Total Force Development* for the purpose of managing education, training, and experiences appropriate for FAO and PAS based on current and future requirements.

2.9. Air Reserve Component (ARC). The ARC is responsible for managing a program for IAS in accordance with DoDI 1315.20. (T-2)

- 2.9.1. AFRC and Air National Guard (ANG) manage selection, development, and sustainment of IAS officers in accordance with DoDI 1315.20.

Chapter 3

PROGRAM MANAGEMENT

3.1. Program Information. The Foreign Area Officer and the Political-Military Affairs Strategist programs are secondary career fields for Line of the Air Force officers. SAF/IA serves as the Functional Authority, while SAF/IAP is the Functional Manager. The SAF/IAPA Director serves as the Career Field Manager.

3.2. General Requirements. IAS officers must be qualified in a primary Air Force career specialty, remain eligible for worldwide deployment or assignment, and be eligible for Top Secret/Sensitive Compartmentalized Information clearance upgrades. (T-1).

3.3. Application and Selection. Under the IAS Program, DTs will vector active duty officers for IAS development at the mid-career point (7-12 years commissioned service). Please refer to IAS portal page (www.milsuite.mil/book/groups/air-foce-ias) for application instructions. (T-1)

3.3.1. FAO. Officers are typically selected for FAO development within the 7-10 year commissioned service window, but some developmental opportunities exist as part of the foreign language Overseas Developmental Education (at both the IDE and SDE level) and with the Mansfield Fellowship and Olmsted Scholarship. Interested line officers must indicate a desire for FAO development on their Airman Development Plan (ADP); ARC officers will do the same on the Reserve Officer Development Plan (R-ODP) or equivalent. The comments section of the ADP must include the officer's Defense Language Aptitude Battery (DLAB) score and, if applicable, Defense Language Proficiency Test (DLPT) scores. DLAB scores are mandatory for selection to FAO development. Officers may list regional and language preferences, but must include the statement "I agree to accept any FAO developmental opportunity offered and am a volunteer for worldwide deployment or assignment." Officers must ensure they have achieved the minimum DLAB score (see Attachment 2). Core AFSC Functional Managers will review ADPs and select the most qualified officers for FAO development. (T-1).

3.3.1.1. Direct Utilization (DU). DU is an option for officers who are fully qualified for FAO certification and require no additional development. SAF/IAPA will hold a biannual DU board chaired by the IAS CFM. The board will verify the officer's career field release and select qualified officers to fill FAO career field requirements. (T-1)

3.3.2. PAS. Officers are selected for PAS development typically within the 10-12 year commissioned service window in conjunction with IDE, but some developmental opportunities exist as part of the English-speaking Overseas Developmental Education (at both the IDE and SDE level) and the Foreign Policy Advisor (POLAD) Fellowship. Officers should indicate a desire for PAS development on their Airman Development Plan (ADP). Air Force Reserve (AFR) officers should utilize the R-ODP or equivalent to communicate a desire for PAS development. DTs will vector officers for developmental education. The Developmental Education Designation Board (DEDB) will designate officers for a PAS development program. AFR officers will be considered for PAS development programs based on the program for which they are selected.

3.3.2.1. DU. Line of the Air Force Development Teams may fill a percentage of their annual PAS quota with officers in the grade of O-4 or O-5 who have expressed a strong desire for PAS duty and hold an International Relations degree. SAF/IAPA will establish the portion of the overall annual quota to be filled by DU and hold an annual DU board chaired by the IAS CFM. The board will verify the officer's career field release and select the most qualified officers.

3.4. Education and Training. RegAF officers selected for deliberate development in the IAS Program will receive appropriate formal education and training. SAF/IAPA will match FAO candidates to annual education and training allocations. The ARC will typically select officers with pre-existing FAO skills (i.e., a regionally focused master's degree and professional-level proficiency in one of the dominant languages in their regions of expertise), who are able to fill FAO billets without additional education and training. ARC DT Boards will provide appropriate vectors to members who express a desire in their R-ODP or equivalent to enter the IAS program. (T-1)

3.4.1. FAO. Officers selected for FAO development will complete a regionally-focused advanced academic program (such as Naval Postgraduate School (NPS), the Olmsted Scholar Program, the Mansfield Fellowship Program, or foreign-speaking foreign I/SDE), will become proficient in one of the dominant languages in their regions of expertise, will serve at least 6 months in the country/region of specialty, and will complete the Joint Foreign Area Officer I course offered in Monterey, CA biannually. If an officer is not vectored for deliberate development, SAF/IAPA can still approve Tuition Assistance (TA) for a second Master's Degree, in accordance with AFI36-2649, *Air Force Voluntary Education*.

3.4.1.1. Advanced Academic Degree. Officers who do not already possess a regionally focused advanced academic degree will complete one of the following programs: Naval Postgraduate School, Olmsted Scholar Program, Mansfield Fellowship Program, or Foreign I/SDE.

3.4.1.1.1. Constructive Credit Waiver (CCW). When an officer has significant experience in international affairs/relations providing specific knowledge of a foreign country, region, or geographic area, SAF/IAPA may decide to submit a waiver in lieu of the graduate degree requirement. Experience should include at least weekly interaction with host nation military or civilian personnel in the target language and a minimum assignment of 24 months (non-austere) or 12 months in an austere environment (traditional drilling reserve periods do not meet this intent). Experience conducting Building Partner Capacity (BPC), Security Cooperation, Security Force Assistance (SFA), Humanitarian Assistance/Disaster Relief (HA/DR), Liaison or Advisor to Host Nation (HN) activities are among the types of qualifying experiences that SAF/MR will consider for waivers to the Grad Edu requirement. Specific assignments that meet this intent include Defense Attaché (DATT), Air Attaché (AIRA), Security Cooperation Officer (SCO), Afghanistan/Pakistan (AFPAK) Hands, Ministry of Defense Advisor (MoDA), FAO, Bilateral Affairs Officer (BAO), and civilian equivalents, to include Foreign Service Officer (FSO) and the following Office of Personnel Management (OPM) civilian series: Foreign Affairs Series (0130); International Relations Series (0131); and International Cooperation Series (0136).

3.4.1.2. Foreign Language Proficiency. Officers who are not already proficient in at least one of the dominant languages in their regions of expertise will attend the Defense Language Institute (DLI) or other designated institution for foreign language training. FAO officers shall maintain language proficiency, as a minimum, at the Interagency Language Roundtable (ILR) 2 level of proficiency in two or more modalities on the DLPT and/or Oral Proficiency Interview (OPI).

3.4.1.3. In-Region Experience. To become fully-qualified under OSD guidelines, FAOs must have duty experience of not less than six months (preferably one year) in the country/region of specialty, involving significant interaction with host-nation nationals and/or host-nation entities in the foreign countries or regions in which they specialize. Significant interaction involves working directly with host-nation entities (such as study abroad, as a military exchange officer, as a student at an in-country school, or as a security assistance officer), in order to gain an in-depth understanding of the language and culture of the country and region. For deliberately developed FAOs, SAF/IAPA will fund and arrange, in coordination with the Air Force Culture and Language Center (AFCLC), the In Region Training (IRT), which includes in-country transportation (directly related to program activities), airfare, lodging (hotel, dormitory, or home-stay), language classes, books and materials, visas, and meals. FAOs will be on official TDY orders for the duration of their IRT. (T-1).

3.4.1.4. Joint Foreign Area Officer Level I Course. This in-residence course offered biannually on the Presidio of Monterey provides newly assessed FAOs and their spouses with an orientation to the FAO career field. Attendance at this course is coordinated with SAF/IAPA, and includes briefings from Senior FAOs and other experts on a wide array of topics. FAOs who weren't able to attend while in Monterey will get the opportunity to attend at a later date. In the event a FAO has already served in an in-region RAS billet, this requirement will be considered fulfilled.

3.4.2. PAS. Officers selected for PAS development will complete a political-military oriented IDE program as designated by the DEEDB or RDEEDB as applicable. These programs include, but are not limited to, Air Command and Staff College (ACSC) with the Political-Military Affairs Strategist specialization, English-speaking foreign IDE & SDE programs, and the USAF POLAD Fellowship. (T-1)

3.4.2.1. ACSC-PAS. Officers will participate in the normal ACSC curriculum, but will take two PAS-approved electives and attend a series of SAF/IAPA-sponsored lectures.

3.4.2.2. English-Speaking Overseas Developmental Education (ODE). IDE and SDE programs in foreign nations where the school is conducted in English and SDE-equivalent programs such as the Geneva Centre for Security Policy-International Training, the George C. Marshall European Center for Security Studies Course, the North Atlantic Treaty Organization (NATO) Defense College-Senior Course.

3.4.2.3. POLAD Fellowship. The goal of the POLAD Fellowship is to increase interagency capability within the Air Force by training mid-level officers and fielding qualified advisors for Senior Leaders. Under the auspices of the Office of the Foreign Policy Advisor (SAF/IA-POLAD), Headquarters, United States Air Force, POLAD Fellows develop regional expertise and interagency capacity working at the State Department and through coursework at Georgetown University. Regionally-focused

studies (e.g. the Middle East, Europe, Asia/Pacific, Africa, and Latin America) aim to prepare the candidate for their follow-on assignment. Fellows will also gain exposure to foreign policy and defense policy issues that require interagency coordination (e.g. counterterrorism, security cooperation, humanitarian aid, etc.).

3.4.2.4. Selected International Relations graduate degrees may, on a case-by-case basis, be considered as fulfilling the PAS development pipeline requirement.

3.5. Utilization. Officers vectored for IAS development will serve in appropriate developmental assignments. (T-1)

3.5.1. FAO. Officers selected for FAO development will enter a dual-track career path, serving in a FAO utilization tour immediately following training, and then alternating between primary career field and FAO assignments for the remainder of their careers. Many FAO assignments are overseas, and several are unaccompanied. Assignments in the officer's core specialty, when possible, will be complementary to the FAO officer's regional specialization. AFPC OATs and DTs will carefully manage this dual-track career path to ensure officers remain viable and competitive for promotion in their primary AFSC.

3.5.1.1. Olmsted Scholar Follow-On Assignments. Officers selected for the Olmsted Scholarship Program will be designated as a FAO. Immediate follow-on assignments for Olmsted graduates will be worked on a case-by-case basis focused on the needs of the Air Force. AFPC OATs and DTs will carefully manage this dual career path to ensure officers remain competitive in both their primary AFSC and RAS career fields.

3.5.1.2. Assignment priorities:

3.5.1.2.1. Must Fill (100%)

3.5.1.2.1.1. IAS Program Management Positions (SAF/IAPA, AFPC)

3.5.1.2.1.2. FAO Command Positions

3.5.1.2.1.3. Security Cooperation Officer Positions

3.5.1.2.1.4. AIRA Positions

3.5.1.2.1.5. All CCMD Positions deemed "Critical"

3.5.1.2.2. Critical Fill (90%)

3.5.1.2.2.1. Joint Chiefs of Staff (JCS) and Geographic CCMD Positions (unless deemed "Critical")

3.5.1.2.2.2. MAJCOM Positions per Program Action Directive (PAD) 10-2

3.5.1.2.2.3. Regional Air Force Component Headquarters Positions

3.5.1.2.3. Priority Fill (80%)

3.5.1.2.3.1. Primary IA Organizations (SAF/IA, Defense Threat Reduction Agency (DTRA), Defense Security Cooperation Agency (DSCA))

3.5.1.2.3.2. Instructors for IA-related subjects (AFSOS, IAAFA, DLIELC)

3.5.1.2.4. Entitlement Fill (75%)

3.5.1.2.5. All others

3.5.2. PAS. PAS officers will normally serve in an international Political-Military Affairs assignment on their first or second post-IDE assignment. Additional developmental opportunities may be available as determined by the officer's core career field DT and the needs of the Air Force.

3.6. Skills Sustainment. These programs are designed to maintain and enhance the foreign language skills and cultural awareness of RegAF IAS officers. They support guidance contained in CORONA taskers, DoDI 1315.20, the Air Force Language Flight Plan, and the Quadrennial Defense Review. Individuals taking part in this training are volunteers and must obtain release through appropriate supervisory channels. FAOs must ensure they maintain professional level proficiency in their region and language while alternating between core career field and FAO assignments. SAF/IAPA will be responsible for tracking and managing FAOs' cultural, regional and language capabilities as well as coordinating annual training plans for FAOs. All FAOs are required to accomplish at least 40 hours annually of language and/or cultural training. On a funds available basis, SAF/IAPA will sponsor a portion of this requirement. (T-1).

3.6.1. Defense Language Proficiency Test. FAOs must maintain language proficiency at the ILR 2 level in their regional language as outlined in paragraph 3.4.1.2. and are required to take a DLPT and OPI annually or biennially IAW AFI 36-4002. For FAOs who are assigned to a duty location where language proficiency testing is unavailable, refer to AFI 36-4002 for waiver process. Failure to meet this requirement will result in reduction or loss of FLPB as described in AFI 36-4002, and may hinder future progression as a FAO. SAF/IAPA will support its FAOs in attaining and/or maintaining the minimum DLPT and OPI score required by providing the most updated language resources database and/or, as the program budget allows, fund participation in language enhancement venues. (T-0).

3.6.2. Language Enhancement Programs. SAF/IA will develop and administer programs to help maintain and enhance the foreign language proficiency of FAOs. These may include, but are not limited to the following:

3.6.2.1. Language and Area Studies Immersion Program (LASI). LASI is a one-month intensive area studies and immersion course which includes classroom instruction, one-on-one tutoring, and cultural excursions to improve foreign language skills as well as an enhanced understanding of the host country's culture and way of life. Programs are conducted in a wide variety of languages both overseas and, where political or security considerations dictate, through Continental United States (CONUS) isolation immersion. SAF/IA funds the LASI program (via contract), which includes in-country transportation (directly related to program activities), airfare, lodging (hotel, dormitory or home-stay), language classes, books and materials, visas, and meals. Officers will be on TDY orders for their LASI.

3.6.2.2. Individual Tutoring Programs. FAOs may be eligible for one-on-one foreign language tutoring on a funds-available basis. Officers must locate a U.S. General Services Administration (GSA) approved service provider who accepts the Government-wide Commercial Purchase Card (GPC) and then obtain SAF/IA approval, prior to enrolling. For application instructions, please reference the SAF/IAPA MilSuite page. (T-1)

3.6.3. Regional Studies Enhancement Programs. Because the international security environment is dynamic, FAOs must remain current on the political-military, economic, social, and cultural issues, as well as U.S. policy objectives relevant to their regional specialization. SAF/IA will facilitate FAO application to and attendance at programs designed to help enhance the regional expertise of FAOs. These may include, but are not limited to, area studies courses at the United States Air Force Special Operations School (USAFSOS), the Foreign Service Institute (FSI), Joint Foreign Area Officer Courses, and Regional Security Studies Centers. Air Force Reserve officers who utilize these programs must comply with AFI 36-2254v1, *Reserve Personnel Participation*. (T-1)

3.6.4. Eligibility. Language enhancement and enhanced regional studies programs are designed and administered to improve the foreign language proficiency and regional expertise of FAOs as they alternate between core career field and FAO assignments. Applicants must meet the following eligibility requirements: (T-1)

3.6.4.1. All applicants must have a minimum of three years retainability.

3.6.4.2. LASI and tutoring applicants must have a current DLPT score on file. FAOs with scores between, and including, L1/R1/S1 and L2+/R2+/S2+ in the language of interest will have priority consideration.

3.6.4.3. LASI applicants must have a valid tourist passport and must not currently be stationed in the country of interest. In some circumstances, an official passport may be used; SAF/IAPA is the final decision authority on such requests.

3.6.5. Application Procedures. SAF/IA will post current program offerings on the International Airmen Division website. Officers interested in participating in these programs must obtain their commander's approval and submit an application (found on the International Airmen Division website, under IAS Program) to SAF/IAPA at least ten weeks prior to the course start date. (T-1)

3.6.6. Application Processing. SAF/IA will:

3.6.6.1. Coordinate student registration with the contractor and submit country clearance requests as required.

3.6.6.2. Notify applicants of approval or disapproval prior to the course start date and assist with publication of travel orders.

3.6.6.3. Provide approved applicants with a read-ahead package to include course information, student responsibilities, and after-action requirements.

Chapter 4

AIR FORCE SPECIALTY CODE CLASSIFICATION

4.1. Award of the FAO AFSC (16FXX). Officers will be awarded the FAO AFSC upon completion of associated language training, in-region immersion, education, and duty requirements as outlined in DoDI 1315.20. Those officers who are not vectored by their DT, but meet the requirements outlined in DoDI 1315.20, must contact the IAS Branch at usaf.pentagon.saf-ia.mbx.saf-iapa-ias@mail.mil for guidance. (T-1)

4.1.1. 16F1X, Entry Level FAO. Officers designated for deliberate FAO development by their DT will be awarded the entry level FAO AFSC (16F1X) letter from the IAS Branch upon completion of their applicable foreign language training, in-region immersion, and graduate education programs as outlined in paragraph 3.3. The IAS branch will also award this AFSC to all officers selected by the DU board.

4.1.2. 16F3X, Qualified FAO. Officers designated for deliberate FAO development by their DT will be awarded the qualified FAO AFSC (16F3X) after successfully completing applicable foreign language training, in-region immersion, and graduate education, receiving certification from the IAS Career Field Manager, and serving 12 months in a FAO billet in an operational capacity.

4.1.3. 16F4X, Staff Level FAO. Officers, who serve in an above wing-level 16F billet (OSD, SAF, Headquarters Air Force (HAF), Joint Staff, Unified Commands, CCMDs, Defense Agencies, MAJCOMs, and Warfighting Headquarters) in an operational capacity will be awarded the staff-level FAO AFSC (16F4).

4.1.4. FAO Regional Shreds. The FAO AFSC includes a single-letter suffix to denote expertise in a specific geographic region and at least one of the **dominant regional** languages (bolded). For FLPB purposes, the additional languages in each region are listed as well. Any officer who speaks another language in their assigned region that is not listed, please contact SAF/IAPA to process a waiver.

4.1.4.1. 16FXA, Attaché. Denotes officers serving in an Attaché billet regardless of geographic region. All Attaché billets are assigned to the Defense Intelligence Agency's Defense Attaché Service.

4.1.4.2. 16FXC, SOUTHCOM. Denotes expertise in the region encompassing Antigua and Barbuda, Argentina, Aruba, Bahamas, Barbados, Belize, Bolivia, Brazil, Canada, Cayman Islands, the Caribbean, Chile, Colombia, Costa Rica, Cuba, Curacao, Dominica, Dominican Republic, Ecuador, El Salvador, French Guiana, Grenada, Guatemala, Guyana, Haiti, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Suriname, Trinidad and Tobago, Uruguay, and Venezuela. Requires proficiency in at least one of the following languages: **Spanish**, Brazilian Portuguese, Dutch, French, or Haitian Creole.

4.1.4.3. 16FXD, PACOM. Denotes expertise in the region encompassing Australia, Bangladesh, Bhutan, Brunei, Cambodia, China, Fiji, Guam, India, Indonesia, Japan, Javanese, Laos, Malaysia, Maldives, Mongolia, Myanmar (Burma), Nepal, New Zealand, North Korea, Papua New Guinea, Philippines, Singapore, South Korea, Sri Lanka, Thailand, Timor-Leste, and Vietnam. Requires proficiency in at least one of the following languages: Bengali, Burmese, Cambodian/Khmer, Cebuano, Chavacano, **Chinese** (all dialects), Divehi, Gujarati, **Hindi**, Ilocano, **Indonesian**, **Japanese**, Javanese, Kashmiri, **Korean**, Lao/Laotian, Malay, Manguindanao, Maranao, Mongolian, Nepalese, Portuguese, Punjabi, Sindhi, Sinhalese, Tagalog, Tamil, Tausug, Telegu, Thai, Tibetan, Uighur, Urdu, Vietnamese, or Yakan.

4.1.4.4. 16FXF, CENTCOM. Denotes expertise in the region encompassing Afghanistan, Bahrain, Egypt, Iran, Iraq, Israel, Jordan, Kazakhstan, Kuwait, Kyrgyzstan, Lebanon, Oman, Pakistan, Qatar, Saudi Arabia, Syria, Tajikistan, Turkmenistan, United Arab Emirates, Uzbekistan, and Yemen. Requires proficiency in at least one of the following languages: **Arabic** (all dialects), Baluchi, Hebrew, Kashmiri, Kazakh, Kurdish, Kyrgyz, Pashto, Persian Dari, Persian Farsi, Russian, Tajik, Turkmen, Urdu, or Uzbek. Note: Although Israel is a component country of EUCOM, the country is included in the CENTCOM FAO region.

4.1.4.5. 16FXG, AFRICOM. Denotes expertise in the region encompassing Algeria, Angola, Benin, Botswana, Burkina Faso, Burundi, Cabo Verde, Cameroon, Central African Republic, Chad, Comoros, Cote D'Ivoire, Democratic Republic of the Congo, Djibouti, Equatorial Guinea, Eritrea, Ethiopia, Nigeria, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Libya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Morocco, Mozambique, Namibia, Niger, Rwanda, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, Swaziland, Tanzania, Togo, Tunisia, Uganda, Zambia, and Zimbabwe. Requires proficiency in at least one of the following languages: Acholi, Amharic, Afrikaans, Arabic, **French**, Fulani, Hausa, Igbo, Krio, Lingala, Portuguese, Somali, Spanish, Swahili, Tamachek, Tigrinya, Wolof, Yoruba, or Zulu.

4.1.4.6. 16FXH, EUCOM. Denotes expertise in the region encompassing Albania, Andorra, Armenia, Austria, Azerbaijan, Belarus, Belgium, Bosnia-Herzegovina, Bulgaria, Chechen, Croatia, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Hungary, Iceland, Ireland, Italy, Kosovo, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Moldova, Monaco, Montenegro, Netherlands, Norway, Poland, Portugal, Republic of Macedonia, Romania, Russia, San Marino, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey, Ukraine, and the United Kingdom. Requires proficiency in at least one of the following languages: Albanian, Armenian, Azerbaijan/Azeri, Basque, Bulgarian, Chechen, Czech, Danish, Dutch/Flemish, Estonian, Finnish, **French**, Georgian, **German**, Greek, Hungarian, Icelandic, Italian, Kurdish, Latvian, Lithuanian, Macedonian, Norwegian, Polish, Portuguese, Romanian, Romany, **Russian**, Serbo-Croatian, Slovak, Slovenian, Spanish, Swedish, Turkish, or Ukrainian. Note: Although Israel is a component country of EUCOM, the country is included in the CENTCOM FAO region

4.1.4.7. 16FXL, Generalist. Denotes positions that require the knowledge and experience of a FAO but are multi-regional or non-geographic in nature. Examples include positions of multi-regional responsibility on the Joint Staff, Air Staff, or SAF/IA. L-coded billets may be filled by any FAO-qualified officer.

4.1.5. SEIs. Graduated FAOs will be awarded one of the following three SEIs:

4.1.5.1. JIL, Certified FAO, Non-Deliberately Developed. FAO accessed via Direct Utilization.

4.1.5.2. JIP, Certified FAO, Deliberately Developed. FAOs accessed via Deliberate Development who went through some/all of the pipeline training.

4.1.5.3. JIU, Certified FAO, Non-Traditional Deliberately Developed. FAOs accessed via foreign-language Overseas Developmental Education at either the Intermediate or Senior Developmental Education venues, as well as Mansfield Fellows and Olmsted Scholars.

4.1.6. Certification requires proficiency in a dominant regional language.

4.1.7. Officers Awarded the 16FXX AFSC Under the Previous FAO Program. Officers in the grade of O-5 or below who were previously awarded the 16FXX AFSC under the previous FAO Program prior to 2007 must re-apply under the Direct Utilization program in order to be considered for FAO certification and utilization. (T-1)

4.1.8. Decertification. In cases of gross misconduct, repeated failure to maintain certification standards, or other violation of Partner Nation/US laws, the CFM retains sole decertification authority.

4.2. Award of the PAS AFSC (16PX). Officers will be awarded the PAS AFSC upon completion of an applicable Political-Military oriented IDE program. (T-1)

4.2.1. 16P1, Entry Level PAS. Officers, who complete an applicable Political-Military oriented IDE program, or are selected for PAS direct utilization will be awarded the entry level PAS AFSC (16P1).

4.2.2. 16P3/16P4, Qualified PAS. Officers, who successfully complete an applicable Political-Military oriented IDE program and serve 12 months in a PAS billet, will be awarded the qualified PAS AFSC (16P3). Officers who serve in an above wing-level 16P billet (OSD, SAF, HAF, Joint Staff, Unified Commands, CCMDs, Defense Agencies, MAJCOMs, and Warfighting Headquarters), will be awarded the staff level PAS AFSC (16P4).

HEIDI H. GRANT
Deputy Under Secretary of the Air Force
International Affairs

Attachment 1**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

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AFI 36-2649, *Voluntary Education Program*, 01 Oct 2014

AFI 36-4002, *Air Force Foreign Language Proficiency Bonus Program*, 16 Jun 2015

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Abbreviations and Acronyms

ACSC—Air Command and Staff College

ADP—Airman Development Plan

AEF—Air Expeditionary Force

AF/A1—Deputy Chief of Staff, Manpower, Personnel and Services

AFCLC—Air Force Culture and Language Center

AFGM—Air Force Guidance Memorandum

AFI—Air Force Instruction

AFMAN—Air Force Manual

AFOCD—Air Force Officer Classification Directory

AFPAK—Afghanistan Pakistan

AFPC—Air Force Personnel Center

AFPD—Air Force Personnel Directive

AFR—Air Force Reserve

AFRC—Air Force Reserve Command

AFRIMS—Air Force Records Information System

AFSC—Air Force Specialty Code

AIRA—Air Attaché
ANG—Air National Guard
ARC—Air Reserve Component (includes both AFR and ANG)
ARPC—Air Force Reserve Personnel Center
BAO—Bilateral Affairs Officer
BPC—Building Partnership Capacity
CCMD—Combatant Command
CCW—Constructive Credit Waiver
CFM—Career Field Manager
CONUS—Continental United States
CSAF—Chief of Staff, United States Air Force
DATT—Defense Attaché
DEDB—Developmental Education Designation Board
DLAB—Defense Language Aptitude Battery
DLI—Defense Language Institute
DLPT—Defense Language Proficiency Test
DoD—Department of Defense
DoDD—Department of Defense Directive
DoDI—Department of Defense Instruction
DT—Development Team
DTRA—Defense Threat Reduction Agency
DU—Direct Utilization
FAO—Foreign Area Officer
FLPB—Foreign Language Proficiency Bonus
FSI—Foreign Service Institute
FSO—Foreign Service Officer
GCC—Geographic Combatant Command
GPC—Government Purchase Card
GSA—General Services Administration
HA/DR—Humanitarian Aid/Disaster Relief
HAF—Headquarters Air Force
HN—Host Nation

IAPA—International Affairs Policy, International Airmen Division

IAS—International Affairs Specialist

IAW—In Accordance With

IDE—Intermediate Developmental Education

ILR—Interagency Language Roundtable

IRT—In Region Training

JCS—Joint Chiefs of Staff

LASI—Language and Area Studies Immersion

MAJCOM—Major Command

MODA—Ministry of Defense Advisor

NATO—North Atlantic Treaty Organization

NPS—Naval Postgraduate School

OAT—Officer Assignment Team

ODE—Overseas Developmental Education

OPI—Oral Proficiency Interview

OPM—Office of Personnel Management

OPR—Office of Primary Responsibility

OSD—Office of the Secretary of Defense

PAD—Program Action Directive

PAS—Political-Military Affairs Strategist

POLAD—Foreign Policy Advisor

RAS—Regional Affairs Strategist

RDEDB—Reserve Developmental Education Designation Board

RDS—Records Disposition Schedule

RegAF—Regular Air Force

R-ODP—Reserve Officer Development Plan

SAF—Office of the Secretary of the Air Force

SAF/IA—Deputy Undersecretary of the Air Force (International Affairs)

SAF/IAP—Policy Directorate, Deputy under Secretary of the Air Force (International Affairs)

SAF/IAPA—International Airmen Division, Deputy under Secretary of the Air Force (IA)

SAF/IA POLAD—Office of the Foreign Policy Advisor

SAF/MR—Assistant Secretary of the Air Force, Manpower and Reserve Affairs

SCO—Security Cooperation Office

SDNC—Special Duty, Non-Core

SEI—Special Experience Identifier

SecAF—Secretary of the Air Force

SDE—Senior Developmental Education

SFA—Security Force Assistance

TA—Tuition Assistance

TDY—Temporary Duty

USAFSOS—United States Air Force Special Operations School

USD/P&R—Under Secretary of Defense for Personnel and Readiness

Attachment 2

DEFENSE LANGUAGE APTITUDE BATTERY INFORMATION

A2.1. As outlined in AFI 36-2605, [Attachment 7](#), the DLAB evaluates an individual's potential ability to complete formal foreign language training. The table below identifies DLAB requirements and training course lengths for the languages most common to FAO development. Refer to AFI 36-2605 for additional information and languages. Course lengths and required scores are subject to change. Contact DLI for current requirements.

Table A2.1. Defense Language Aptitude Battery Information.

CATEGORY	MINIMUM DLAB SCORE	LANGUAGE	COURSE LENGTH
I	95	Danish (DA)	25 weeks
		Dutch (DU) - Flemish (FL)	
		Italian (IT)	
		Norwegian (NR)	
		Portuguese - Brazilian (PQ) - European (PT)	
I	95	French (FR)	34 weeks
		Spanish (QB)	
II	100	German (GM)	34 weeks
		Malay (ML)	
		Indonesian (JN)	
		Romanian (RQ)	
III	105	Czech (CX)	47 weeks
		Hebrew (HE)	
		Persian-Farsi (PF)	
		Polish (PL)	
		Russian (RU)	
		Serbo-Croatian	
		Tagalog (TA)	
		Thai (TH)	
		Turkish (TU)	
		Urdu (UR)	
		Uzbek (UX)	
		Vietnamese (VN)	
IV	110	Arabic - Modern (AD) - Tunisian (BW)	63 weeks
		Chinese (CM)	
		Japanese (JA)	
		Korean (KP)	
		Pashto (PV)	